

SENT VIA EMAIL

December 1, 2014

Gregg McLean Adam
Carroll, Burdick & McDonough LLP
44 Montgomery Street, Suite 400
San Francisco, CA 94104

Re: Overtime Scheduling Plan

Dear Gregg:

This letter is in follow up to your letter dated September 9, 2014, regarding the Police Department looking into the possibility of implementing mandatory overtime and the City's response to the POA dated September 15, 2014. In the City's response, we advised the POA that the Department was still outlining potential procedures and that we looked forward to meeting with the POA when they have been developed.

We are writing to advise you that the City is ready to meet with the POA to discuss these potential procedures for overtime scheduling. Attached to this letter please find the City's draft of the proposed procedures for your review prior to our meeting. We will contact Joanne to schedule this meeting.

We look forward to working with you on this issue.

Sincerely,



Jennifer Schembri
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager
Larry Esquivel, Chief of Police
Edgardo Garcia, Assistant Chief of Police
Jim Unland, President POA
John Robb, Vice President POA
Franco Vado Chief Financial Officer
Paul Kelly, President-elect
James Gonzalez, Vice President-elect

Enclosure